

# AGENDA - Equity Committee Meeting

Tuesday, November 12, 2019  
Room: SSV-151  
3:45 PM – 5:00 PM

**Type of Meeting:** AVC Student Equity Working Group Meeting (*Regular*)

**Note Taker:** *Darlene O’Keeffe, Clerical III*

**Please Review/Bring:** Agenda

**Committee Members:**

Dr. Jill Zimmerman- Dean, Student Life & Services  
 Rashall Hightower-Stickel- Director, Student Equity  
 Crystal Garcia- Program Specialist, Student Equity  
 Tynisha Steans- Program Specialist, Student Equity  
 Darlene O’Keeffe- Clerical III, Student Equity  
 Dr. Morenike Adebayo-Ige- Faculty, Rhetoric & Literacy  
 Jason Bowen- Faculty, Math and Sciences  
 Snizhana Jane Bowers- Faculty, Math and Sciences  
 Jamaal Brown- Technical Analyst, CalWorks  
 Dr. Rashitta Brown-Elize- Director, EOP&S  
 Towana Catley- Faculty, Counseling & Matriculation,  
 Palmdale Center  
 Dr. De’Nean Coleman-Carew- Counselor, P.R.I.D.E  
 Sandra Cooley- Director, STAR  
 Dr. Svetlana Deplazes- Director Research, Institutional  
 Research  
 Riley Dwyer- Dean, Rhetoric and Literacy  
 Laureano Flores- Dean, Academic Planning, Special  
 Initiatives & Reporting  
 Vanessa Gibson- Technical Analyst, Financial Aid  
 Dr. Meeta Goel- Dean, IERP/Library Services  
 Ammy Martinez Hernandez- ASO Representative

Michelle Hernandez- Director, First Year Experience  
 Golden Hicks- Student Leader & Umoja Club  
  
 Kristal Ibrahim- Adjunct, Counseling & Matriculation  
 Vejea Jennings- Faculty, Rhetoric and Literacy  
 Kenya Johnson- Director, Student Activities & Community Outreach  
 Jamie Jones- Math, Science & Engineering, Coordinator STEM Grant  
 and Center  
 Dr. Louis Lucero- Director, Office of Students with Disabilities  
 Tina McDermott- Faculty, Rhetoric and Literacy  
 Harmony Miller- Director, Human Resources  
 Audrey Moore- Counselor, Counseling & Matriculation  
 Michael Rios- Faculty, Kinesiology, Athletics, and Dance  
 Gary Roggenstein- Dean, Counseling & Matriculation  
 May Sanicolas- Faculty, Counseling & Matriculation  
 Rich Sim- Faculty, Arts and Humanities  
 LaDonna Trimble- Dean, Enrollment Services  
 Dr. Les Uhazy- Dean, Math and Sciences  
 Dr. Erin Vines- Vice President, Student Services  
 Heidi Williams- Faculty, Rhetoric & Literacy, Basic Skills Faculty Co-  
 Chair  
 Nichelle Williams- Director, Financial Aid

Items	Person	Action
I. Open Meeting	<i>Dr. Jill Zimmerman</i>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>• Approval of October 8, meeting minutes</li> <li>• New Member Introductions</li> </ul>
II. Follow-up Items from October Meeting	<i>Dr. Jill Zimmerman</i>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>• <b>Membership Clean-up:</b> <ul style="list-style-type: none"> <li>○ Survey Link: <a href="https://forms.gle/RCGpuYUbjCJUtkvk6">https://forms.gle/RCGpuYUbjCJUtkvk6</a></li> <li>○ Invite Jonathan Saxon (Towana)</li> </ul> </li> <li>• <b>Committee Campaigns:</b> <ul style="list-style-type: none"> <li>○ Clean up homeless student answer</li> <li>○ Reach out to ASO &amp; Dreamers for content for the marketing campaign (Ammy)</li> </ul> </li> <li>• <b>Friendsgiving:</b> <ul style="list-style-type: none"> <li>○ Confirm Flex Credit for faculty</li> <li>○ Reach out to faculty to attend event and sit and talk with students</li> </ul> </li> <li>• <b>LGBTQ Equity Gap</b></li> </ul>

		<ul style="list-style-type: none"> <li>○ Work with Amy and Pride Advocates to determine LGBTQ issues and needs, to begin working on eliminating the equity gap (Kenya)</li> </ul> <p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
III. Argo Reports	<i>Ty Steans</i>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>• How can we use Argo reports?</li> <li>•</li> <li>•</li> </ul> <p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
IV. Access-Subcommittee Update	<i>Dr. Jill Zimmerman</i>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul> <p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
V. NACCC Campus Climate Survey Update/Shawn Harper	<i>Dr. Meeta Goel</i>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul> <p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
VI. Proposed Student Equity Projects	<i>Dr. Jill Zimmerman</i>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul> <p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
VII. Umoja Village	<i>Dr. Jill Zimmerman</i>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>•</li> </ul>

		<ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul> <p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
VIII. SEA Report for Spring	<i>Dr. Jill Zimmerman</i>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>• SEA Report Training Video</li> </ul> <p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
IX. New Legislation for 2020	<i>Dr. Jill Zimmerman</i>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul> <p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
<b>NEXT MEETING DATE:</b>		<p><b>Date: January 14, 2019</b>  <b>Time: 3:45pm - 5:00pm</b>  <b>Location: SSV-151</b></p>

# Equity Committee Meeting – Minutes

Tuesday, November 12, 2019  
Room: SSV-151  
3:45 PM – 5:00 PM

**Type of Meeting:** AVC Student Equity Working Group Meeting (*Regular*)

**Note Taker:** *Darlene O’Keeffe, Clerical III*

**Committee Members:**

**Attendees:**

Dr. Jill Zimmerman- Dean, Student Life & Services  
Tynisha Steans- Program Specialist, Student Equity  
Desiree Lee- Program Specialist, Student Equity  
Darlene O’Keeffe- Clerical III, Student Equity  
Saundra Cooley- Director, STAR  
Dr. Svetlana Deplazes- Director Research, Institutional Research  
Laureano Flores- Dean, Academic Planning, Special Initiatives & Reporting  
Dr. Meeta Goel- Dean, IERP/Library Services  
Ammy Martinez Hernandez- ASO Representative  
Michelle Hernandez- Director, First Year Experience  
Vejea Jennings- Faculty, Rhetoric and Literacy  
Kenya Johnson- Director, Student Activities & Community Outreach  
May Sanicolas- Faculty, Counseling & Matriculation  
LaDonna Trimble- Dean, Enrollment Services  
Dr. Les Uhazy- Interim Vice-President of Academic Affairs  
Dr. Erin Vines- Vice President, Student Services  
Heidi Williams- Faculty, Rhetoric & Literacy, Basic Skills Faculty Co-Chair  
Academic Development  
Nichelle Williams- Director, Financial Aid

Snizhana Jane Bowers- Faculty, Math and Sciences  
Jamaal Brown- Technical Analyst, CalWorks  
Dr. Rashitta Brown-Elize- Director, EOP&S  
Towana Catley- Faculty, Counseling & Matriculation, Palmdale Center  
Dr. De’Neen Coleman-Carew- Counselor, P.R.I.D.E  
Riley Dwyer- Dean, Rhetoric and Literacy  
Crystal Garcia- Program Specialist, Student Equity  
Vanessa Gibson- Technical Analyst, Financial Aid  
Rashall Hightower-Stickel- Director, Student Equity  
Steven (Hal) Huntsman- Faculty, Math, Science and Engineering  
Kristal Ibrahim- Adjunct, Counseling & Matriculation  
Jamie Jones- Math, Science & Engineering, Coordinator STEM Grant and Center  
Dr. Louis Lucero- Director, Office of Students with Disabilities  
Tina McDermott- Faculty, Rhetoric and Literacy  
Harmony Miller- Director, HR  
Audrey Moore- Counselor, Counseling & Matriculation  
Gary Roggenstein- Dean, Counseling & Matriculation  
Duane Rumsey- Dean, Arts and Humanities

**Absent:**

Jason Bowen- Faculty, Math and Sciences

Items	Person	Action
I. Open Meeting	<i>Dr. Jill Zimmerman</i>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>• October 8th meeting minutes approved, with membership corrections</li> <li>• New Member Introductions</li> <li>• Several members joined sub-groups</li> </ul>
II. Follow-up Items from October Meeting	<i>Dr. Jill Zimmerman</i>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>• Follow-up items from the October meeting were discussed, and open items were re-listed</li> <li>• <b>Membership Clean-up:</b> <ul style="list-style-type: none"> <li>○ The membership list was reviewed</li> <li>○ All members in attendance stated they are remaining active members</li> <li>○ It was agreed that anyone on the membership list that has not responded to the survey by end of the Fall semester will be removed.</li> <li>○ Survey Link: <a href="https://forms.gle/RCGpuYUbJCJUtkvk6">https://forms.gle/RCGpuYUbJCJUtkvk6</a></li> </ul> </li> </ul>

	<p><i>Kenya Johnson</i></p> <p><i>Michelle Hernandez</i></p>	<ul style="list-style-type: none"><li>● <b>Committee Campaigns:</b><ul style="list-style-type: none"><li>○ Clean up homeless student answer</li><li>○ Coding meeting on Nov. 20<sup>th</sup> to determine how to code homeless students accurately. Morgan is new Banner person.</li><li>○ 297 self-identified students that are homeless at this point in time</li><li>○ Many were pulled from Admissions application</li><li>○ Many are already receiving assistance</li><li>○ Homeless received priority registration for Inter-session &amp; Spring</li><li>○ Three ways a student can identify that they're homeless:<ol style="list-style-type: none"><li>1. On the application</li><li>2. On their Financial Aid through the Promise Grant, FAFSA, or the Dream Act</li><li>3. They tell someone in the district, then whoever they tell needs to ensure they are coded in Banner for MIS reporting as per AB801</li></ol></li><li>○ Once the student is coded, with date notified, we will be able to establish reports from that (other programs, cross-registered in other services, what age group they are, etc.)</li></ul></li><li>● <b>Friendsgiving on Tuesday, Nov. 26, 4pm to 8pm:</b><ul style="list-style-type: none"><li>○ Kenya provided update</li><li>○ Would like more faculty participation</li><li>○ Guided Pathways approach:<ul style="list-style-type: none"><li>○ Promoting the “Culture of Care”</li><li>○ Guided Pathways Committee will have a Pop-up and survey the students about their student experience as it relates to their majors and career choices to help guide our discussions and decisions as it relates to meta-majors and Guided Pathways.</li><li>○ Through a QR code they will be able to answer 3 to 5 question and get a thank-you trinket</li><li>○ There will be table-topper conversation starters to help faculty, staff and move the needle forward</li></ul></li><li>○ In the Student Lounge there will be school supplies for finals, having conversations about academic performance, and ensuring that they’ve registered for the upcoming semester if they are not graduating</li><li>○ We want to make sure the conversations are intentional and deliberate</li><li>○ There will be a photo booth, and giveaways, and large yard games on the patio</li><li>○ ISP representatives will have a presence</li></ul></li></ul>
--	--	--

		<ul style="list-style-type: none"> <li>• <b>ISP (online Suicide Prevention program)</b> <ul style="list-style-type: none"> <li>○ Survey sent to 7,500 students, November 4<sup>th</sup></li> <li>○ Students respond anonymously</li> <li>○ There are 67 pending a response from the ISP</li> <li>○ Must be a trained counselor to respond to these students</li> <li>○ About 5% of the students that have responded will share their name and get into a dialogue with the counselors and then get referred to Mental Health</li> <li>○ So far no student deaths by suicide this semester at AVC that we are aware of</li> <li>○ <i>Sidewalk Talks</i> will now be called <i>AVC Listens</i></li> </ul> </li> <li>• <b>LGBQIA+ Equity Gap</b> <ul style="list-style-type: none"> <li>○ Memo going out asking anyone who wants to be a part of the planning committee</li> <li>○ CSUB will be conducting ally's training in the Spring for AVC</li> <li>○ Work with Ammy and Pride Advocates to determine LGBQIA+ issues and needs, to begin working on eliminating the equity gap</li> </ul> </li> </ul> <p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>○ Invite Jonathan Saxon (Towana)</li> <li>○ Reach out to ASO &amp; Dreamers for content for the marketing campaign (Ammy)</li> <li>○ Dr. Zimmerman to read AB-801 to find the language for when a student comes off the homeless designation automatically as that will be required for the coding</li> </ul>
III. Argos Reports	Ty Steans	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>• Ty discussed the types of reports and data she is able to pull from Argos for her many programs (GPA, PIDM, Email, 900#, Completion Rate, Enrollment, Units Enrolled, CRNs, Gender, Race, and special populations like CalWorks)</li> <li>• In order to run an Argos report, we must already know the population and have their 900 #s</li> <li>• If the students are not already known, and you want to get a report for an equity gap group, then Institutional Research would do that research and create a report</li> <li>• The analytics are provided by IR</li> <li>• Using Argos and IR to get the year-over-year analytics for each Subcommittee</li> </ul> <p><b><u>Follow Up Items:</u></b></p>

		<ul style="list-style-type: none"> <li>Ty Steans to provide information for Access in and Argos or IR report for December's meeting, i.e. How many students are getting served in each population, looking at race, foster youth status, and veteran's status</li> </ul>
IV. Access- Subcommittee Update	<p><i>Kenya Johnson</i></p> <p><i>Michelle Hernandez</i></p>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>Kenya handed out an IR report (attached) for the 2017 Student Success Kick-off, looking at demographics of students that attended, by gender, and program engagement (OSD, FYE, EOPS, STAR, Veteran's, CalWorks, Honors, AVC to CSU, Umoja, Dreamers).</li> <li>Allows us to see effectiveness of the particular events but can also assist in determining what more we can be doing in a targeted manner, the high schools to start addressing the access equity gaps.</li> <li>Need not only get them to the events, but also to AVC</li> <li>Those high school students that did not commit to AVC, but are also not going elsewhere, should stay on our radar year after year.</li> <li>Learn for Life has clearinghouse data that will be shared with us in December. AVC is their #1 most commonly attended school. Their students are not getting through their first semester. Work with them using the clearinghouse data, to more strategically mitigate that attrition rate.</li> <li>AB-19, (free first year, first time college student recently graduated from high school) is funding an early outreach program specialist in Kenya's area to make sure that those students are in the pipeline and working with the bridge counselors to ensure we're getting them ready to attend AVC, and then we would hand off to FYE.</li> <li>AVC now has a Second Year Experience program- 5 yr. grant for 3mm. Email for participation in the advisory committee has gone out.</li> </ul>
V. USC/NACCC Campus Climate Survey Update/Shawn Harper	<i>Dr. Meeta Goel</i>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>Meeta gave an overview of the Campus Climate Survey <ul style="list-style-type: none"> <li>Kick-off in February 2020</li> <li>How will we get the word out</li> <li>Discussion about incentives to get students to complete the survey.</li> <li>AVC is limited in the ways to provide incentives: <ul style="list-style-type: none"> <li>Able do the bookstore gift card, and Subway</li> <li>Can do vouchers at cafeteria</li> <li>Cannot give monetary awards of any kind</li> <li>Cannot use Foundation money</li> </ul> </li> </ul> </li> </ul>

		<p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>• Look into what types of incentives we can provide students (Drs. Vines &amp; Uhazy)</li> </ul>
VI. Proposed Student Equity Projects	<p><i>Dr. Jill Zimmerman</i></p> <p><i>General Discussion</i></p>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>• Trauma-informed care in the classroom- event for Spring semester (Homeless, Foster Youth, Veterans, Formerly Incarcerated)</li> <li>• Is there something that can be done to assist students, as well as faculty, staff, counselors, and peer mentors? Noticing that students are extremely anxious and stressed about their grades right now as a result of AB-705, and overloaded with 15 units</li> <li>• AVID has Disrupting the Deficit narrative event- follow-up to Sean Harper Retreat</li> <li>• Dreamers Center: Need some type of undocu-ally training</li> </ul> <p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>• Put out inquiries to see what we can do to assist with second bullet above (Dr. Zimmerman)</li> <li>• Kenya to provide Dr. Zimmerman with cost estimates for Dreamers center training mentioned above to apply for Chancellor's office mental health grant.</li> </ul>
VII. Umoja Village	<p><i>Dr. Jill Zimmerman</i></p>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>• Umoja Village Open House was a success</li> <li>• Request made about how Equity funds are being allocated events and programs for each of the equity gap categories</li> </ul> <p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>• Add Equity Funding allocation report-out to Dec. meeting agenda (Darlene)</li> </ul>
VIII. SEA Report Due	<p><i>Dr. Jill Zimmerman</i></p>	<p><b><u>Issues Discussed:</u></b></p> <ul style="list-style-type: none"> <li>• SEA Report Training Video was sent out</li> <li>• Need to decide on one individual to write to the report</li> <li>• Report due on January 30<sup>th</sup></li> <li>• No longer needs Board approval</li> </ul> <p><b><u>Follow Up Items:</u></b></p> <ul style="list-style-type: none"> <li>• Discover why SEA Report Training video not working for some (Darlene)</li> <li>• Decide on one individual to write to the report</li> </ul>





IX. New Legislation for 2020	<i>Dr. Jill Zimmerman</i>	<b>Issues Discussed:</b> <ul style="list-style-type: none"> <li>• New Legislation document provided to everyone to review what may be applicable to their area.</li> </ul>
<b>NEXT MEETING DATE:</b>		<b>Date: December 10, 2019</b> <b>Time: 3:45pm - 5:00pm</b> <b>Location: SSV-151</b>

Sub-groups	Members
<b>Access:</b> (Enrolled in the Same Community College)	<ul style="list-style-type: none"> <li>• Kenya Johnson</li> <li>• LaDonna Trimble</li> <li>• Laureano Flores</li> </ul>
<b>Retention:</b> (Retained from Fall to Spring at the Same College)	<ul style="list-style-type: none"> <li>• Rashall Hightower-Stickel</li> <li>• Nichelle Williams</li> <li>• Michelle Hernandez</li> <li>• Jamaal Brown</li> </ul>
<b>Transfer to 4 Yr. Institution:</b>	<ul style="list-style-type: none"> <li>• Dr. Erin Vines</li> <li>• Gary Roggenstein</li> <li>• May Sanicolas</li> <li>• Desiree Lee</li> <li>• Towana Catley</li> <li>• Sandra Cooley</li> </ul>
<b>Completed Both Transfer Level Math/English:</b> (Within District in First Year)	<ul style="list-style-type: none"> <li>• Riley Dwyer</li> <li>• Jane Bowers</li> <li>• Vejea Jennings</li> <li>• Laureano Flores</li> <li>• Heidi Williams</li> </ul>
<b>Earned Credit Certificate:</b> (Attained Vision Goal of Completion Definition)	<ul style="list-style-type: none"> <li>• Dr. Erin Vines</li> <li>• Gary Roggenstein</li> <li>• Towana Catley</li> </ul>

2017

201770 -SSK STUDENTS

		GENDER			Total	Percent Female	Percent Male	Percent Non-Binary	Total Percent
		F	M	N					
ETHNICITY	AMERICAN INDAIAN/ALASKAN NATIVE	1	0	0	1	100.0%	0.0%	0.0%	0.1%
	ASIAN	5	12	1	18	27.8%	66.7%	5.6%	1.8%
	BLACK	51	49	2	102	50.0%	48.0%	2.0%	10.0%
	FILIPINO	6	9	0	15	40.0%	60.0%	0.0%	1.5%
	HISPANIC	406	319	5	730	55.6%	43.7%	0.7%	71.5%
	MULTI-ETHNICITY	19	20	0	39	48.7%	51.3%	0.0%	3.8%
	OTHER	1	2	0	3	33.3%	66.7%	0.0%	0.3%
	WHITE	51	58	4	113	45.1%	51.3%	3.5%	11.1%
<b>Total</b>	<b>540</b>	<b>469</b>	<b>12</b>	<b>1021</b>				<b>100.00%</b>	
Percent of total		52.9%	45.9%	1.2%					

FOSTER YOUTH STATUS OF SSK STUDENTS 201770

		Students	Percent
ETHNICITY	AMERICAN INDAIAN/ALASKAN NATIVE	0	0.0%
	ASIAN	0	0.0%
	BLACK	3	13.6%
	FILIPINO	0	0.0%
	HISPANIC	13	59.1%
	MULTI-ETHNICITY	1	4.5%
	OTHER	0	0.0%
	WHITE	5	22.7%
	<b>Total</b>	<b>22</b>	<b>100.0%</b>